

## MEMORANDUM OF UNDERSTANDING

BETWEEN: United Academics of the University of Oregon, AAUP/AFT, AFL-CIO (Union)  
AND: The University of Oregon (University)

### RECITALS:

- A. On March 13, 2012, the Union filed a petition for certification without election of a certain proposed bargaining unit of academic employees employed by the University. On April 4, 2012, the University filed certain objections to the scope of the proposed bargaining unit. A hearing is currently set on May 7-9 before the Employment Relations Board to resolve the matter. ERB Case No. CC-002-12.
- B. The parties agree to resolve this matter on the follow terms.

### AGREEMENTS:

1. The University will voluntarily recognize the Union as the exclusive representative of the bargaining unit described below, subject to the condition set forth in paragraph 2:

All full time and part time research and instructional faculty employed by the University, which includes tenure-related faculty, non-tenure-track faculty, adjunct faculty, post retired or emeritus faculty, library faculty, and officers of research, including research assistants, research associates, and post-doctoral scholars, but excluding (1) all supervisors, including but not limited to the President, the Provost, Vice Presidents, Vice Provosts, Associate Vice Provosts, Assistant Vice Provosts, Deans, Associate Deans, Assistant Deans and Department Heads; (2) all Law School faculty, and (3) all confidential employees.

2. The parties agree that employees listed on Exhibit A to this Agreement are excluded from the bargaining unit and that employees listed on Exhibit B to this Agreement are excluded from the bargaining unit at this time because they currently have supervisory authority.
3. The parties will amend the current Excelsior list to exclude those employees the parties agree are excluded from the bargaining unit and to account for the Union's April 4, 2012 objections to the Excelsior list originally submitted to ERB. If ERB confirms that the Union has obtained signed authorization cards from a majority of the employees on the amended Excelsior list, the University will voluntarily recognize the Union as the exclusive representative of the bargaining unit described in paragraph 1.
4. The parties will engage in an expedited process to determine the identity of supervisors and confidential employees excluded from the bargaining unit (other than those expressly excluded in paragraph 1 or 2, above) consistent with state law regarding such matters: (1) the parties will exchange information and meet and confer in good faith to identify those employees who are excluded. (2) To the extent the parties cannot agree, the parties will agree on a third party to review the information provided by the parties and

determine whether or not a particular employee is excluded. The parties will confer in good faith to establish the particular procedures for this third party review. If, after this initial process is complete, either party questions the exclusion or inclusion of an employee in the bargaining unit, the parties may agree to use this (or another) expedited procedure to resolve the dispute. If both parties do not agree to an expedited procedure, the matter may be put before the Employment Relations Board as allowed by statute or rule.

United Academics of the University of  
Oregon, AAUP/AFT, AFL-CIO

University of Oregon

By: \_\_\_\_\_

By: \_\_\_\_\_

Date:

Date:

<b>Exhibit A</b>		
<b>Last Name</b>	<b>First Name</b>	<b>MI</b>
Altmann	Barbara	
Baskin	Judith	R
Bean	James	C
Beghetto	Ronald	A
Blandy	Doug	
Bonamici	Andrew	R
Boush	David	
Bronet	Frances	
Bullis	Michael	D
Buzby	Tabitha	A
Carver	Deborah	
Coltrane	Scott	L
De Kluyver	Cornelis	
Doxsee	Kenneth	
Erlandson	Jon	
Espy	Kimberly	
Foley	Charles	B
Frank	David	A
Galvan	Dennis	
Gleason	Timothy	W
Irvin	Renee	A
Johnston	Alan	
Kameenui	Edward	
Kantor	William	
Koreisha	Sergio	G
Larson	Wendy	
Linton	Marilyn	S
Marcus	William	
Morgen	Sandra	L
Moseley	John	T
Newton	Julie	
Paine	Stanley	C
Paul	Phyllis	M
Phillips	Patrick	
Pich	Christian	M
Rosenberg	Daniel	B
Shelton	Brad	S
Slight-Gibney	Nancy	J
Sprague	Karen	U
Stambaugh	Joan	E
Steeves	H Leslie	
Stevens	Joe	
Tedards	Ann	
Thallon	Robert	L
Tomlin	Russell	
Tuan	Mia	
Underriner	Janne	
Watson	Mark	R
Zhao	Yong	

**Exhibit B**

<b>Last Name</b>	<b>First Name</b>	<b>MI</b>
Anderson	Cynthia	M
Anderson-Inman	Lynne	A
Baker	Scott	K
Barkan	Alice	
Bartlein	Patrick	
Belitz	Dietrich	
Berglund	John	A
Bindeman	Ilya	N
Blonigen	Bruce	A
Bowditch	P	Lowell
Bowerman	Bruce	
Bradshaw	William	E
Brau	James	
Bridgham	Scott	D
Brown	G	Z
Cargile	Jill	S
Cashman	Katharine	V
Chan	Elisabeth	C
Chou	Li-Shan	
Clement	Robin	P
Close	Valerie	T
Conley	David	T
Connolly	Thomas	J
Craig	Jenifer	P
Cresko	William	A
De Rose	Victoria	J
Del Guercio	Diane	G
Deutsch	Miriam	
Doe	Christopher	A
Doren	Bonnie	E
Dorsey	Rebecca	J
Edwards	Albert	O
Eisen	Judith	
Epstein	Maram	
Evans	Alison	
Fang	Yue	
Fickas	Stephen	F
Fisher	Philip	A
Flannery	K	Brigid

Freinkel	Lisa	
Fujiwara	Lynn	H
Green	Jessica	L
Guenza	Marina	
Guillemin	Karen	J
Haley	Michael	M
Halliwill	John	R
Herman	Victoria	G
Hollander	Jocelyn	
Horner	Robert	H
Horney	Mark	A
Hornof	Anthony	J
Howe	Douglas	G
Hulse	David	
Humphreys	Eugene	
Inglish	John	A
Johnson	Darren	W
Johnson	Eric	A
Johnson	Bart	R
Johnson	David	C
Kahle	Lynn	
Kamata	Akihito	
Karduna	Andrew	R
Kellman	Michael	
Kentros	Clifford	G
Kevan	Stephen	
Kieffer	Cynthia	L
Kimmel	Charles	B
Knox	Carolyn	H
Larco	Nicolas	
Li	Jun	
Librett	Jeffrey	S
Lindstrom	Lauren	E
Liu	Shih-Yuan	
Livelybrooks	Dean	W
Lobben	Amy	K
Lockery	Shawn	
Lonergan	Mark	C
Lovering	Andrew	T
Malony	Allen	

Marcus	Andrew	H
Margerum	Richard	D
McCole	John	
McIntyre	Laura	L
McWhirter	Benedict	T
Minson	Christopher	T
Mitchell	Ronald	
Montemayor	Joel	J
Moseley	Cassandra	
Moses	Louis	
Neville	Helen	J
Newman	Judith	R
Nolen	Bradley	J
Olivos	Edward	M
Opp-Beckman	Leslie	B
Parker	Robert	G
Parthasarathy	Raghuveer	
Pederson	Eric	
Postlethwait	John	H
Prehoda	Kenneth	E
Proskurowski	Andrzej	
Raymer	Michael	G
Redford	Melissa	A
Reed	Mark	H
Rees	Margaret	
Rejaie	Reza	
Remington	Stephen	
Ribe	Robert	G
Richmond	Geraldine	L
Roberts	William	M
Roering	Joshua	J
Roy	Barbara	A
Sadofsky	Hal	
Saucier	Gerard	T
Schlossberg	Marc	A
Schmidt	David	A
Schmor	John	B
Schulz	Andrew	P
Scott	Ellen	K
Selker	Eric	

Shende	Sameer	S
Silverman	Carol	T
Smith	Megan	E
Sohlberg	McKay	M
Southwell	Priscilla	
Sprague	Jeffrey	R
Squires	Jane	K
Stankunas	Kryn	
Steck	Daniel	A
Stevens	Tom	H
Stormshak	Elizabeth	
Streisfeld	Matthew	A
Strom	David	M
Takahashi	Terry	
Terborg	James	R
Theodoropoulos	Christine	O
Thornton	Joseph	W
Tindal	Gerald	A
Toadvine	Theodore	A
Toomey	Douglas	R
Tublitz	Nathan	
Tucker	Don	
Tyler	David	R
Unno	Mark	T
Unruh	Deanne	K
Vandenburgh	Laura	
Vogel	Edward	K
Von Hippel	Peter	H
Wacks	David	A
Walker	Peter	
Walker	Hill	M
Washbourne	Philip	E
Wehr	Michael	S
Weiss	Anita	M
Weldon	Ray	J
Westerfield	Monte	
Wonham	Henry	
Wood	Michelle	
Woollacott	Marjorie	H
Young	Craig	M

Zong  
Zvoch

Hui  
Keith

T